

PENOBSCOT NATION COMMUNITY FLYER



OCTOBER 2026

PENOBSCOT NATION PHONE DIRECTORY

DIAL '817' + Ext

TRIBAL ADMINISTRATION

		Ext
Main Line Reception	Front Lobby	7300

Chief's Office		
Fax 207-817-7482 or 207-827-6042		Ext
Kirk Francis	Tribal Chief	7350
Mark Sockbeson	Vice Chief	7308
Carole Binette	Tribal Administrator	7378
Theresa Pardilla	Exec. Assistant	7382

Tribal Clerk's Office		
Fax 207-827-1136		Ext
Linda Socoby	Tribal Clerk	7351
Tia LeBretton	Deputy Clerk/ Census	7319

TRIBAL DEPARTMENTS

Cultural & Historic Preservation		
James Francis	Director/Historian	7472
Gabe Paul		7470
Chris Sockalexis	THPO	7471

Daycare Center		
Tricia Stewart	Family Supp. Spec.	7461
Daycare Staff	Daycare Wireless	7462

Domestic Violence Program		
Jessica Ward	DV/SA Serv. Coord.	7448
Brooke Mitchell	DV/SA Advocate	7446
Sarah Fields	Shelter Coord.	7449
24-Hour Crisis Hot Line 207-631-4886		

Economic Development		
Zeeshan Saeed	Director	7398

Education / Career Services		
Fax 817-7369		Ext
Candi Ewer	Director	7348
Carlene Miller	Learning Center	7345

Finance Department		
Fax 817-7309		Ext
Susan Thompson	Director	7317
Shannon Smith	Trust Fund Clerk	7311
Cindi Marley	Acct. Tech.	7313
Edwina Mitchell	Accounts Payable	7314
Vivian Fields	Payroll Clerk	7315
Thomas Attean	Staff Accountant	7318

Fitness Center		
Paul Dow	Fitness Trainer	827-8012

Grants & Contracts		
Fax 827-1139		Ext
Andrew Dana	Director	7332
Megan McCannell	Admin. Assistant	1004
Michelle Foose	Grants Impact Mgr.	7307

Health Center		
Fax 817-7459		Ext
Main Line Medical	Front Desk	7400

Housing Department		
Fax 817-7384		Ext
Gary Fearon	Director	7372
Lisa Pardilla	Reception	7370
Sonya Easley	Accounting Tech.	7371
Chloe Amewin	Accounting Asst.	7451
Andy Sockbeson	Maintenance	7375

Human Resources Department		
Fax 817-7463		Ext
Lloyd Bryant	Director	7306
Shannon Sapiel	HR Assistant	7312

IT Department		
Jeremy Williams	IT Manager	7302
Josh Woodbury		7477

Legal Department		
Fax 817-7463		Ext
Mark Chavaree	Legal Analyst	7324

Maintenance / Public Works		
David Pardilla	Director	7320
Chris "Charlie" Francis		7321

Museum		
Jennifer Neptune		7476

Department of Natural Resources		
Fax 817-7466		Ext
Chuck Loring	Director	7330
Faye Lawson	Executive Secretary	7331
Ben Stevens	Forest Manager	7339
Dan Kusnierz	Water Quality Mgr.	7361
Charles Bouchard	Air Quality	7340
Ben Simpson	Wildlife Res. Mgr.	7363
Dan McCaw	Fish Passage	7377
Ron Bear	Land Coordinator	7379
Game Wardens		7395

PENOBSCOT NATION PHONE DIRECTORY

Public Safety		
Fax 817-7485		Ext
Dispatch	Non-emergency	7358

Social Services		
Fax 817-3166		Ext
Michael Augustine	Director	7336
Elisha Sockbeson	Asst. Director	7352
Rhonda London	Business Manager	7347
Natasha Fields		7492
Clarice Chavaree-Hildreth		7491
Nastassja Graves	Admin Asst/Case Aid	7356
Mali Williams	Program Coordinator	7355

Indian Island School 207-827-4285
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Treatment Plant		
Fax 827-7609		Ext
Matt Pardilla	Plant Superintendent	7385

Noli Assisted Living 207-827-0968
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Tribal Court		
Fax 827-3430		Ext
Rebecca Winter	Court Administrator	7310
Rhonda Decontie	Court Clerk	7327
Rebecca Gardener	Deputy Court Clerk	7329
Kylee Francis-Fowler	Peer Recovery Adv.	7342
Colleen O'Neal	Case Manager	7396
Chris King	Case Manager	7328

DOMESTIC VIOLENCE 24-HOUR HOTLINE 207-631-4886

Youth Program		Ext
John Neptune		7364
Brittney Fields		7364

PENOBSCOT NATION
Office of the Tribal Clerk

Community Building
12 Wabanaki Way
Indian Island
Old Town, Maine 04468
FAX (207) 827-1136



Linda Socoby
Tribal Clerk
(207) 817-7351
Email: linda.socoby@penobscotnation.org

To: Voting Tribal Members
From: Linda Socoby, Tribal Clerk
RE: General Election Results
Date: September 15, 2026

2026 PENOBSCOT NATION GENERAL ELECTION RESULTS

FINAL TALLY FOR TRIBAL CHIEF

KIRK FRANCIS

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
204	57	30	291*

JUNE GLOSSIAN

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
57	13	10	80

FINAL TALLY FOR VICE-CHIEF

MARIA GIROUARD

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
158	37	22	217*

RONALD BEAR

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
106	37	18	161

FINAL TALLY FOR TRIBAL REPRESENTATIVE

JAMES SAPPIER JR.

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
215	60	29	304*

FINAL TALLY FOR SCHOOL BOARD

NICHOLAS BEAR

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
171	52	21	244*

MARTHA BASSETT

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
173	41	29	243*

TYLER-ANN HARRIS

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
91	34	21	146

FINAL TALLY FOR CENSUS COMMITTEE

CHERYL KELLY

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
212	53	29	294*

JENNIFER GALIPEAU

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
211	47	29	287*

PATRICIA PASSETTO PHILLIPS

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
193	42	27	262*

FINAL TALLY FOR TRIBAL COUNCIL

SAUL "SAUGUM" DANA

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
180	40	20	240*

MAULIAN BRYANT

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
160	39	25	224*

MILES FRANCIS

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
150	47	22	219*

JO-ANN LOLAR

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
128	49	29	206*

FAYE LAWSON

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
126	50	24	200*

JAYDEN LOVE

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
136	33	17	186*

MARK SOCKBESON

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
110	43	19	172*

APEMESIM "BEM" GALIPEAU

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
140	20	11	171

DAMON GALIPEAU

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
133	19	10	162

ILA MAE

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
107	28	14	149

STEVEN PAUL

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
101	27	13	141

MARK FIELDS

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
92	22	13	127

CARTER CATES

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
67	15	5	87

JOSHUA FRANCIS

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEES	MAIL-IN ABSENTEES	TOTAL
35	12	8	55

Regular Ballots	280
Mail-in Absentees	40
Walk-in/Shut-in Absentees	77
Total Votes Cast	397

PENOBSCOT NATION

CENSUS COMMITTEE



COMMUNITY BUILDING
12 WABANAKI WAY
INDIAN ISLAND, ME 04468
TEL.: (207) 817-7378

July 28, 2026

Pursuant to law, the Penobscot Nation Census Committee will be holding a **REGULAR MEETING** on **WEDNESDAY, October 14, 2026**, at **4:00 PM.** This meeting will be held in the Main Conference Room at the Nicholas H. Sapiel, Jr. building, Wabanaki Way, Indian Island.

* * * AGENDA * * *

- * Approval of MINUTES
- * Final approval for Tentatively Approved Applicants
- * Tentative approval for New Member Applicants
- * Other business
- * Set date for next meeting


Cheryl A. Kelly, Chairperson
Penobscot Nation Census Committee

CAK:trl

VOLUNTEERS WANTED

Help work alongside Zachary Croy as he continues to clean, repair, and restore historic gravestones in the 2nd Cemetery, near the old Green School was located.

No prior experience is needed.

Meeting on Saturdays through October,
9:00 AM – 1:00 PM.

Any amount of help is appreciated!

**PENOBSCOT NATION HEALTH DEPARTMENT
EMERGENCY PROTOCOL/ AFTER-HOURS TRIAGE**



For life-threatening conditions or serious injuries, please call 911 or access emergency services immediately.

For urgent matters:

During business hours: call the department main line at (207) 817-7400 for triage. You will either be offered an appointment or instructed to access a higher level of care, as necessary.

After business hours/weekends: please call the after-hours triage line at (207) 973-7979 and follow the instructions of the on-call physician.

All urgent/emergent care, including any follow-up, should be reported to the department within 72 hours, if possible.

* MAT MEDICATIONS * MEDICAL *
* CULTURE * RECOVERY *
PREVENTION
*TRANSPORTATION * MEETINGS &
GROUPS AND SO MUCH MORE*

- SWEETGRASS PICKING
- KAYAKING
- HIKING
- BEADING
- SEWING
- ETC....



Penobscot Nation
Addiction Awareness &
Prevention
Follow Us on Facebook

BE KIND
FOR
EVERYONE
YOU MEET IS
FIGHTING
A HARD BATTLE

NOLAWESI

“I LIVE WELL”

JUDGEMENT FREE ZONE

Community Awareness & Education about
Culturally-Appropriate & Family-Centered
Prevention & Treatment

PENOBSCOT NATION HEALTH DEPARTMENT
MONDAY-FRIDAY 8AM-4:30PM

Nolawesi Team 207-817-7480

Program Supervisor: Dr. Benjamin Huerth
MAT Medical Provider: Tina Blackley, FNP
MAT Case Manager: Heather Murphy, CMS
Cultural Advisor: Barry Dana
MAT Counselor: Tona Evans, LADC
Prevention Coordinator: Patricia Graffam
Drivers: Rob & Joe

The background of the entire page is a stylized sunburst or starburst pattern. It consists of numerous dark grey lines radiating outwards from a central point, creating a star-like effect. The lines are of varying lengths and thicknesses, giving it a dynamic, energetic feel. The overall color scheme is monochromatic, using shades of grey and black.

**MAT Patients:
PNHD
Now Offering
Education
and Support
Groups**

**Mondays and
Wednesdays
5 to 6:30p**

- *Understand addictive
behavior**
- *Learn skills to be
successful in recovery**
- *Find supportive peers**

BOYS & GIRLS CLUB OF
PENOBSCOT NATION INVITES YOU

WEDNESDAY
OCT 21, 2026

ZOMBIE WALK OR RUN

ZOMBIE WALK/RUN STARTS AT 6 PM

YOUTH HALLOWEEN PARTY

THURSDAY

OCT 29, 2026

AT 4:00 PM - 7:30 PM



4:00 PM: Family Activities



5:30 PM: Community Meal



6:00 PM: Cake Walk



6:30 PM: Haunted House Opens

- START WITH TWO HEALTH FLAGS.
- ZOMBIES WILL TRY TO STEAL YOUR FLAGS.
- KEEP AT LEAST ONE FLAG TO SURVIVE!
- LOSE BOTH FLAGS? YOU'VE BEEN INFECTED!
- INFECTED PLAYERS MUST FINISH AS "UNDEAD".
- CAN YOU OUTRUN THE ZOMBIES AND SURVIVE?
- ZOMBIES CAN ONLY TAKE FLAGS -
NO PUSHING, GRABBING, OR TACKLING.

ZOMBIE HALLOWEEN DECORATIONS,
DONATIONS, & VOLUNTEERS
ARE NEEDED!!

16 WABANAKI WAY, INDIAN ISLAND, MAINE 04468



207-217-1906





NOTICE:



8TH GRADE FUNDRAISER FOR 2026~2027



DONATE YOUR RETURNABLES AT:

*~THE DESIGNATED COLLECTION AREA @
INDIAN ISLAND SCHOOL*

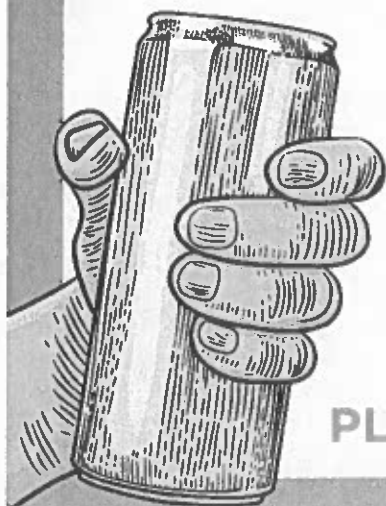


*~STILLWATER REDEMPTION
CENTER (LABEL BAGS: IIS)*

OR



*~CALL US FOR A SCHEDULED PICKUP,
ONCE A MONTH
(ONLY INDIAN ISLAND RESIDENTS)
@ 207.827.4285*



all **YEAR
LONG!**



PLEASE RECYCLE RESPONSIBLY



NEWSLETTER

INDIAN ISLAND SCHOOL

BACK TO SCHOOL EDITION

WELCOME BACK

Special thanks to the mens drum group for helping use welcome everyone back on the first day of school! We are so happy to be back and are excited for a great year! We have a couple new Staff members here at IIS this year. We want to to welcome our new 2nd grade teacher Miss Howell, new 3rd grade teacher Ms. Cleveland and our new nurse Ms. Bryant.

FREE MARKET!

We are excited to offer our Free Market again this year! We are especially thankful to Ethan from WPHW as well as Bre and Nick Bear for providing the Free market with fresh produce for our families!

SCHOOL SUPPLY DRIVE

We are incredibly grateful to everyone who donated or helped with the school supply drive. You ensured that students have what they need to be successful. Specific thanks go out to the tribal departments, Chief Francis and the school Board! Thank you!

FALL SPORTS

Fall Sports are underway! We wish our soccer and Cross Country team luck this season. We hope you will come and cheer them on. See attached game schedule!



BACK TO SCHOOL BBQ!

Welcome back students and families we were so happy to see you all at the Back to School BBQ on September 16th! It was a huge success and fun was had by all. Big thanks go out to Penobscot Social Services for providing the foam party, John, Damon, and Bem for drumming and Mr. Luke for DJing. Thank you to everyone for showing up and showing our students how much we care about them! We hope to see you at many more school events this year!



SOCCER SCHEDULE

Coach - Mel Chaiken-Francis

9/8 - 3:30 @ Greenbush

9/10 - 3:30 Home Vs Veazie

9/14 - 3:30 Home Vs All Saints

9/16 - 4:00 Home Vs Beech Hill

9/22 - 3:30 @ Veazie

9/28 - 3:30 Home Vs All Saints

9/29 - 3:30 Home Vs Greenbush

9/30 - 3:30 Home Vs Dedham

10/5 - 4:00 @ Beech Hill

10/9 - 3:30 @ Dedham

10/14 Playoff Game TBA

10/16 Playoff Game TBA



CROSS COUNTRY SCHEDULE

Coach - Devin Downing

9/17 @ All Saints G/B

9/24 Home Meet B/G

10/1 @ Medway G/B

10/8 @ Veazie B/G

10/15 Small Schools
Championship @ Airline G/B

10/21 Inland Championship @
Mattanawcook Academy B/G



Food Pantry
open on Fridays

Hours:

Seniors: 9:30 – 10:30

General Public:

10:30 –12:00

**(You must meet the Low-
Income guidelines)**

**Please use the back left
side Door**

**Don't forget to bring your
shopping bags.**

Food Pantry

Here are some of the most requested items that the food pantry appreciates receiving.

Canned Soups

Canned Beef Stew

Tuna

Pork n Beans

Canned Meats

Stuffing

Spaghetti Sauce

Ramen Noodles

Flour

Salt

Sugar

Cooking oils

Black Pepper

Pasta Sauce

Cornbread mixed

Syrup

Pan Cake mix

Mustard

Canned Beans

Canned Chicken

Canned Vegetables

Crackers

Herbs and Spices

Tea

Canned tomato products

Granola Bars

Instant Mashed Potatoes

Meals in a Box

Canned Nuts

Pasta

Cereal

100% Juice

Canned Fruit

Honey

ketchup

Peanut Butter & Jelly

Cranberry sauce

Cookie mixes

Dry Beans

Applesauce

Noodle mixes

Oatmeal

Graham Crackers

Evaporated milk

Vegetable soups

Rice

Mayonnaise

Coffee

Non-Food Items: Hygiene Products, Soap Products, and Paper Products

Can be dropped off at the Food Pantry. Open each Fridays from 9:30am – 12:00 noon.

We have a lot of work for the month of November due to SNAP benefits not being available, and your generous donation will help us get that important work done.



FRIDAY RIDES

Schedule Your Ride

Please call for a ride on Wednesday afternoons between 1:30-4:00, if you would like to go to grocery store or the food pantry **and** live on the island. Priority given to Elders.

**Reserve your spot
Wednesday
afternoon**

**Call or Text
631-4238**

**If you leave a
message leave your
name, number, and
address**

Social Services

817-7491

COMMUNITY OUTREACH

**Are you a Penobscot Senior?
Do you need assistance connecting
to the internet, setting up online
accounts, getting an e-mail account
etc?**

**Contact PIN Community Outreach
At 817-7305
to arrange an appointment.**

Meet the Penobscot Nation Tribal Court Staff



Magistrate Judge
Clerk of Courts
Rhonda Decontie



Chief Justice
Eric Mehnert



Court Administrator
Rebecca Winter



Deputy Court Clerk
Rebecca Gardner



Court Bailiff
Sandra Brownlee



Case Manager
Christopher King



Peer Advocate
Kylee Francis Fowler



Recovery Driver
David Sapiel



Case Manager
Victim Witness Advocate
Colleen O'Neal

EASTERN FRONTS

WELLBRIETY

**NEW
LOCATION**

SAME TIME & DAY



MONDAY

06:00



**DOWN AT
'THE STONE'**



Zoom ID- 827 8498 0702
Password- Wellbriety

Tired of Drafty Windows & High Heating Costs? WindowDressers inserts can help!

Our inserts are reusable, low cost, and custom made to fit right in your window.

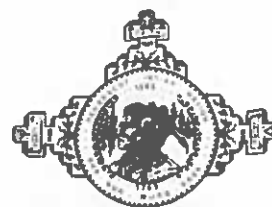
Insert Benefits

- Helps lower your heating costs
- Keeps your home warm through winter
- Reduces greenhouse gas emissions



While Supplies Last:

Be sure to comment “**Penobscot Member**” to receive your inserts for free when ordering!



Sign up to receive inserts at the **Orono Community Build!**

*Our low prices depend on participation by insert recipients and volunteers.

To learn more: www.windowdressers.org or call 207-596-3073

Local Contact: Kelsey Flores, kelsey.flores@penobscotnation.org, 207-401-9498

Scan to
sign up for
inserts!



Orono Community Build



Oct. 15 - 21, 2026



Keith Anderson Community Center
19 Bennoch Road, Orono, ME

Warming Homes - Saving Energy - Building Community

Stay Connected with the

PENOBSCOT NATION

DEPARTMENT OF NATURAL RESOURCES

Get the Latest Updates on:



Hunting seasons and regulations



Fishing information



Permits and licensing



Community events and workshops



Natural resource updates



Important announcements for tribal citizens

For the most up-to-date information, visit and follow our **Facebook** page:



Penobscot Nation Department of Natural Resources

facebook.com/profile.php?id=61573208076463



SCAN HERE

What We Do

The Department of Natural Resources works to protect, manage, and sustain the natural resources of the **Penobscot Nation**, including fisheries, wildlife, forestry, water resources, and conservation law enforcement.

Visit Our Website

[penobscotnation.org/departments/
department-of-natural-resources](https://penobscotnation.org/departments/departments-of-natural-resources)

TIP

Follow our **Facebook** page and turn on notifications so you never miss important updates about **hunting, fishing, permits, and community opportunities**.

Penobscot Nation Department of Natural Resources

Hunter & Fisher Information Update Form

Why are we updating our records?

The Penobscot Nation Department of Natural Resources is updating hunter and fisherman records to ensure accurate identification, safety, and responsible management of activities on Penobscot Nation lands.

Ensure accurate licensing records

Support hunter and public safety efforts

Improve coordination during active seasons

Maintain responsible stewardship of natural resources

Up-to-date contact information also allows the Department to share important updates such as season changes, regulations, permit information, safety notices, events, and other opportunities.

Personal Information

Full Name: _____

License Type ☐ Hunting ☐ Fishing ☐ Both

Mailing Address

Physical Address (if different)

Contact Information

Phone Number: _____

Email Address: _____

Preferred Method of Communication ☐ Mail ☐ Email

Signature: _____

Date: _____

Please return this completed form to the Penobscot Nation Department of Natural Resources. If you are unable to return this form in person, a fillable version is available on the DNR website.

Download ME Outdoors MDIFW's New Mobile App



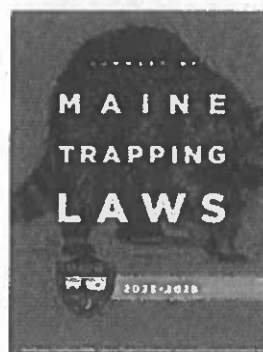
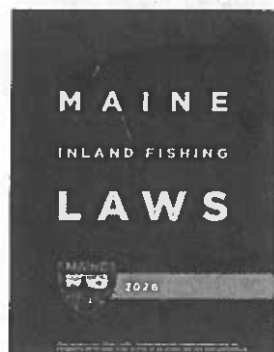
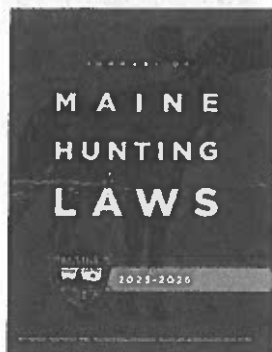
- **Purchase and store** licenses, permits, and recreational vehicle registrations for yourself and others—right on your phone.
- **Find places near you** to hunt, fish, trap, wildlife watch, and explore.
- **Access detailed maps** showing fish stocking locations, water access sites, wildlife management areas, game registration stations, wildlife management districts, expanded archery areas, and more.
- **Stay informed** with quick access to Maine's outdoor laws.
- **Enjoy offline capabilities** for use even when you're out of service range.
- **And much more!**

mefishwildlife.com/app





LAWS OF THE MAINE OUTDOORS



Digital lawbooks allow you to review current laws, confirm legal hunting hours, look up best practices and more – from anywhere, anytime!

Download lawbooks directly to your phone or download the mobile app, ME Outdoors! All lawbooks can be found within the app.

SCAN TO DOWNLOAD:



LAWBOOK PDFs



APP (iPhone)



APP (Android)

MEFISHWILDLIFE.COM/LAWS



Energy Resilience Committee Newsletter

WINDOW DRESSERS COMMUNITY BUILD

The Community Build Season is underway! If you missed previous announcements, WindowDressers is an organization that provides people with low-cost insulating window inserts through community action and a wide network of volunteers. Thanks to a generous gift from Lee Auto Mall, Penobscot Citizens will be receiving inserts free of charge!



Window
Dressers

INSULATING WINDOW INSERTS

While it is unfortunately too late to sign up for your own inserts, it's not too late to get involved as a volunteer. If you would like to participate in the Orono Build by donating to the organization, providing a hot meal, or lending some of your time, follow the volunteer link below!

Volunteer Sign up:



The Orono Community Build is scheduled for 10/15/26-10/21/26 at the Keith Anderson Community Center, 19 Bennoch Road, Orono, ME 04473. Each day consists of two four hour shifts starting at 8:30am with a half hour for lunch and shift change.

<https://signup.com/client/invitation2/secure/1152250350091/true#/invitation>

For more information about the build, contact Sara Morrey at saramindowdressers@gmail.com or the Window Dressers service team at info@windowdressers.org.



\$500 HEAT PUMP BONUS OFFER FROM EFFICIENCY MAINE TRUST

Efficiency Maine offers rebates and incentives for a variety of home efficiency upgrades, including a new limited-time \$500 whole-home heat pump bonus. This combines with current rebates ranging from \$3000-\$9000. If this sounds appealing to you, you will have to act quickly! This program is only available for upgrades with rebates emailed or postmarked before December 31st 2026. Check the Efficiency Maine website for a list of qualified installers.

EMT Bonus Offer Details:



<https://www.efficiencymaine.com/whole-home-heat-pump-rebates/>

RESOURCE HUB

WINTER HEATING RESOURCE HUB



MAINE DEPARTMENT OF Energy Resources

The Maine Department of Energy Resources provides tips for getting the most out of your home heating systems!

<https://www.maine.gov/energy/winter-heating-resources>

EMERGENCY PREP



The Maine Emergency Management Agency hosts a preparedness guide. From hurricanes to blizzards, knowing what to do can save lives.

<https://www.maine.gov/mema/maine-prepares>

MAINE DOT SNOW AND ICE GUIDE



MaineDOT

The Maine Department of Transportation hosts a number of guides and toolkits, including their 2018 Snow and Ice flyer.

<https://www.maine.gov/dot/node/294>

BRING SUSTAINABILITY TO THE HOLIDAYS



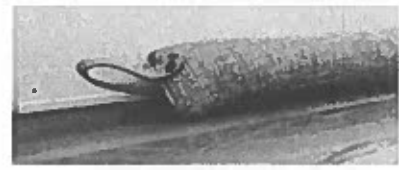
Try to avoid single use plastic when buying candy and stocking stuffers. Also, consider wrapping gifts with fabric, or look for Forest Stewardship Council-certified (FSC) and recycled materials. Finally, look for reusable tablecloths and napkins to set the holiday table!

DECOR CAN HELP KEEP WARM



Did you know that area rugs are a great way to insulate a room? They keep your feet warm and trap heat. Drapes and shades are another great tool! Open them when the sun is shining to let heat in, and close them at dusk to keep out the cold.

SEAL YOUR DOORS AND WINDOWS



Leaky windows and doors can cost a lot, and reduce comfort! Check your casings for cracks and apply sealant as necessary. Shrink wrap on the inside or outside of windows can keep out leaks. Draft stoppers are great for doors, we recommend one filled with lavender or fir.

MAINE DEP SUSTAINABILITY GUIDE



The Maine Department of Environmental Protection has a sustainability hub with toolkits, FAQs, and best practice guides.

<https://www.maine.gov/dep/sustainability/index.html>

THE MITCHELL CENTER



The UMaine Mitchell Center for Sustainability Solutions hosts a portal with a number of toolkits and resources available.

<https://umaine.edu/mitchellcenter/educateengage/tools-resources/>

EXTREME TEMPERATURE RESPONSE GUIDE



The Maine CDC and DHHS have put together an extreme temperature guidebook.

https://www.maine.gov/dhhs/mecdc/sites/maine.gov.dhhs.mecdc/files/Guidebook_ME_6.18.2026.pdf

RESILIENCE HIGHLIGHTS

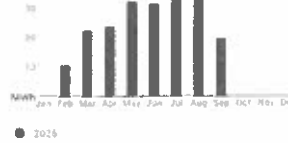
WABANAKI HEAT PUMP TECHNICIAN TRAINING

Thank you to everyone who applied for this years training program! A cohort of 15 Citizens across the Wabanaki Nations have been selected from the pool of applicants, and by now have already completed the online portion of their training. Trainees will be headed to Newport for three days of in-person learning the 13th - 15th of October.



If you or someone you know is interested in participating in future cohorts, please reach out to Kelsey Flores to add yourself to the wait list for next year.

COMMUNITY CENTER ROOFTOP PV SYSTEM



Lifetime Environmental Benefits



139k

Kg of CO₂ Emission
Saved



2.43k

Equivalent Tree Planting

As of the publishing of this newsletter, the PV system on the roof of the community center has been producing electricity for nearly a year. Not only that, but Versant recently finalized necessary infrastructure upgrades

that will enable the interconnection of the PV on the Health Services Building. These two systems represent a massive step forward for the Nation and the future of energy sovereignty.



INTERESTED IN HAVING YOUR VOICE HEARD ABOUT RESILIENCE?

Thank you for taking the time to read our newsletter. If you are looking to get more involved in resilience practices or you want to learn more about renewable technologies or energy efficiency measures, the sustainable energy team wants to hear from you!



The Department of Natural Resources is looking to restart the Energy Resilience Committee. This committee would meet regularly with the Sustainable Energy Coordinators to guide community-led initiatives, provide feedback on priority projects, and stay informed on upcoming opportunities and resources.

ERC Survey:



<https://forms.gle/cVEu6gmo9K6mflHw5>

This initiative is currently in its infancy, and we are looking to gauge community interest and what ways we can best serve the Penobscot Nation.

Feel free to contact Jack Clark or Kelsey Flores with any questions or concerns 3
Jack Clark: Jack.Clark@penobscotnation.org
Kelsey Flores: Kelsey.Flores@penobscotnation.org

Department of Education & Career Services

We offer the following programs and services:

- Library and Computer lab: hours are M-F, 8-4pm. *Many books to borrow!*
- Assistance with school- new and returning students, help looking for the right program whether it's a short-term training or a degree program
- Help with filling out the FAFSA – Free Application for Federal Student Aid
- Information on Colleges/Universities that offer a Native Waiver program
- Employment Assistance Programs to reduce barriers with new, full-time employment or small business start-up. Programs have eligibility requirements.
- Help creating a resume and applying to jobs
- Short-term employment training (WIOA)- Eligible participants can earn \$15/hr. while learning career skills in a 13-week training. Contact us to find out if you are eligible!



Maine colleges that offer a Native Waiver:

- University of Maine System
- Maine Maritime Academy
- Maine Community College System
 - College of the Atlantic

Each Native Waiver program is managed by the college/university.

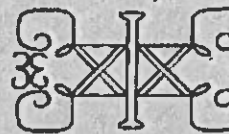
More information about each waiver (what they will/will not cover), can be found here: <https://www.penobscotnation.org/departments/penobscot-nation-department-of-education-and-career-services/useful-links-resources/>

If you would like information about any programs we offer, please reach out to us or stop by the Nick Sapiel building.

Candi Ewer, candi.ewer@penobscotnation.org, (207) 817-7348

Carlene Miller, carlene.miller@penobscotnation.org, (207) 817-7345

Classes for Wabanaki Languages



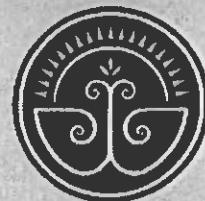
Tuesday: 2:00pm-3:00pm

Passamaquoddy-Maliseet language class (Newell Lewey)

Microsoft Teams (<https://bit.ly/4OuXarg>)

Hosted by Wabanaki Public Health and Wellness

Open to public



Wednesday: 11:00pm – 12:00pm

Aləŋtəwe Study Group (Penobscot Language, Gabe Paul)

Zoom OR in person (email: gabe.paul@penobscotnation.org)

Hosted by Penobscot Nation Cultural & Historic Preservation Dept.

Open to Wabanaki communities



Thursday: 11:30pm – 12:15pm

Carol's Class (Penobscot Language, Carol Dana)

Zoom only (email: jennifer.neptune@penobscotnation.org)

Hosted by Penobscot Nation Cultural & Historic Preservation Dept.

Open to Wabanaki communities



6:00pm – 7:00pm

panawahpskewi-alatəwəwəkan Study Group (Penobscot, Sikwani Dana)

Zoom only (email: sikwani@niweskok.org)

Hosted by Niweskok

Open to Wabanaki communities



Sunday: 10:00am-11:00am

Ktahtolwehkan (Passamaquoddy language, Brianna Smith)

Zoom only (Register here: <https://bit.ly/4qEI7Hp>)

Hosted by Speaking Place

Open to Passamaquoddy/Wolastoq communities



Speaking
Place

WABANAKI COMMUNITY SURVEY

Interested in participating?

START BY FILLING OUT A SHORT INTEREST FORM.

WHAT is the survey?

- A community survey about food systems & community health
- 30-60 minutes to complete
- \$50 gift card for participants

WHO can participate?

- Wabanaki community members 18 years or older

HOW does it work?

- Scan the QR code to fill out our short interest form or call (207) 401 - 6843 to schedule a time to take the survey
- We'll contact you to complete the survey online or by phone

**SCAN TO GET
STARTED**



OR CALL

(207) 401-6843

Questions About the Survey?

Contact Dr. Leigh Neptune at Ineptune@wabanakiphw.org

Questions About Your Rights as a Participant?

Contact Washington State University at irb@wsu.edu



**Wabanaki Public
Health & Wellness**

Center for Wabanaki Research,
Knowledge, and Innovation



WORKING TOGETHER FOR HEALTH EQUITY

The Center for Wabanaki Research,
Knowledge, and Innovation presents a

Photovoice Research Project Exploring Pain, Healing, & Recovery



Project Overview

We invite Wabanaki community members in substance use recovery to share their experiences through photography and storytelling. Your voice can help promote healing centered culturally informed care.

This research project will occur from October to November, 2026 at
16 Central St. Bangor, ME.

Participants will be compensated for their time.

What is Photovoice?

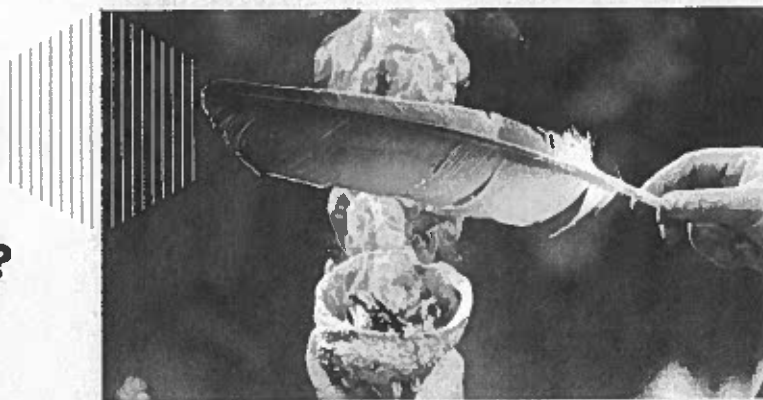
- A community based research method combining photography and storytelling
- Participants use photos to share their experiences, perspectives, and ideas for change
- This project explores how Wabanaki community members in recovery understand pain, healing, and recovery

Am I eligible?

- Wabanaki community member
- 18 years or older
- In substance use recovery

Interested or have questions?

Call or email Nikki Iozzia at
(207) 352-3858 or
niozzia@wabanakiphw.org for
more information



*This study #2025-N0526 is approved by
RAND Human Subjects Protection Committee.*

Pine Tree Legal Assistance, Inc.

Indigenous Peoples Unit

About Us

Pine Tree Legal Assistance, Inc. (Pine Tree) is a legal-aid nonprofit with offices in Bangor, Machias, Presque Isle, Augusta, Lewiston, and Portland.

The Indigenous Peoples Unit provides free legal services to low-income members of the Mi'kmaq Nation, the Houlton Band of Maliseet Indians, the Penobscot Nation, the Passamaquoddy Tribe, and to other Indigenous people residing in the Wabanaki communities or in Maine.

Contact Info

CALL CENTER – (207) 942-8241	
Mondays	12:00 PM to 2:30 PM
Tuesdays	9:00 AM to 11:30 AM
Thursdays	9:00 AM to 11:30 AM
Indigenous Peoples Unit HOTLINE – 1-877-213-5630	
Leave a Voicemail (24/7) to receive a response during regular work hours.	

Details

We can help with the following case types in Maine or in the Tribal Courts:

- Forcible Entry and Detainers (Evictions)
- Other Housing Cases (Warranty of Habitability, Discrimination, etc.)
- Protection Orders (PFAs/PFHs)
- Family Law (Parental Rights and Responsibilities, Divorce)
- Consumer (Debt Collection, Student Loans, etc.)
- Public Benefits (Social Security, TANF, etc.)
- Education (Special Education Services, Discrimination, Title IX)
- Probate

We can also represent individuals in criminal matters before the Tribal Court.

We may be unable to take some cases due to capacity, eligibility under funding guidelines, or due to potential conflicts.

Protect what matters most

Life Insurance & Final Expense Coverage

- ✓ Final Expense Coverage – Ease the financial burden on loved ones.
- ✓ Personal Touch – Work directly with someone you know, not a call center.
- ✓ We Handle the Claim – No need to call the insurance company
- ✓ Top Carriers – Nationwide trusted providers. Mutual of Omaha, Aflac and Aetna to name a few.
- ✓ Best Price – Plans tailored to fit your needs & budget.



321-537-7139

Peace of mind for you. Protection for your family.

Already have coverage? Call me for a free policy review. Let's make sure you're in a good spot and it's still the best plan for you.



DONNA JACKSON

SENIOR INSURANCE BROKER
National Producer No.: 18944241

(321) 537-7139

Contact Number



US BURIAL QUOTES

Wabanaki Vocational Rehabilitation Program

Vocational Rehabilitation is a series of services designed to assist an individual entering, sustaining or maintaining employment goals for people with disabilities.

Tribal VR Services:

- Vocational assessment and evaluation
- On the job training/skills training
- Career Counseling
- Employment searches
- Interpreter services
- Job coaching
- Transportation
- Referral services
- Supported employment
- Transition youth to work
- Support, advocacy, and follow-up services for at least 90 days following employment.

The program staff attend community events in all five tribal communities in Maine. Annual Health Fairs, Community Socials and the Annual Career Expo at the Wabanaki Cultural Center in Calais. These events provide opportunity in networking as well as targeting transition youth in bridging gaps when transitioning from high school to work.

The program continues to grow and build working relationships with outside agencies to help in collaborating services to Tribal members with disabilities return back to work.

If you or someone you know has a disability and is interested in returning back to work or need assistance maintaining employment please call the Wabanaki Vocational Rehabilitation Program at 207-532-2021. We will be happy to speak with you!

Are you eligible for services?

1. Are you an American Indian with a disability living on or near a Federal reservation in Maine?
2. Does your disability keep you from getting or keeping a job?

If you answered yes to these two questions, you may be eligible for services.

How can Wabanaki Vocational Rehabilitation help me?

- WVRP will help you explore different career opportunities.
- WVRP may be able to help you receive training or education needed to secure a job.
- WVRP may be able to buy tools, uniforms, or basic equipment needed to start a new job.
- WVRP may be able to help you pay for medical/psychological services.

How much will this cost?

It does not cost you anything to apply for services. There is no charge for diagnostic services, vocational evaluation, counseling, or job placement assistance. If you are eligible for services, WVRP will ask you about your income and expenses. Depending on your income, you may be asked to contribute to the cost of VR services.

Contact information:

Darcy Gentle, VR Program Director

Wabanaki Vocational Rehabilitation Program

88 Bell Road

Littleton, Me 04730

207-532-2021

dgentle@maliseets.com

Jason White, VR Counselor

Wabanaki Vocational Rehabilitation Program

88 Bell Road

Littleton, ME 04730

jwhite@maliseets.com

Brian Galipeau, VR Counselor

Wabanaki Vocational Rehabilitation Program

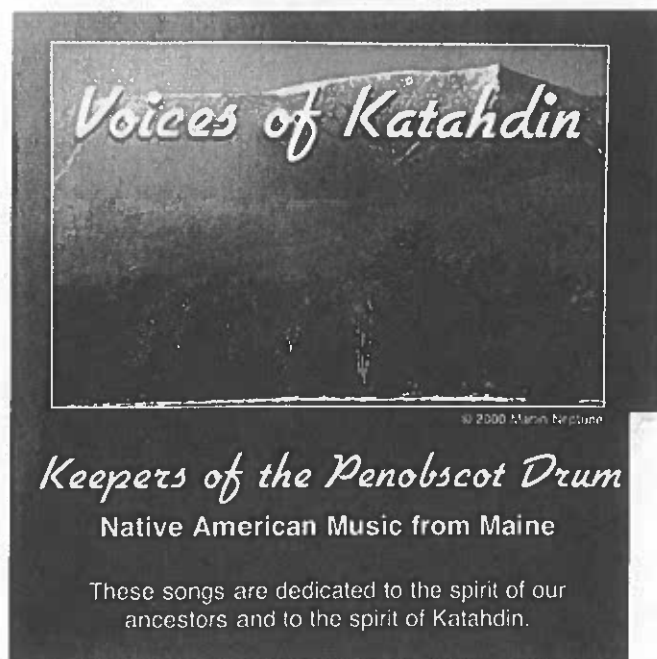
Bangor, ME 04401

207-659-3083

bgalipeau@maliseets.com

Burnurwurbskek Singers CD's

\$10



Call 207-991-2764 or email muwin64@hotmail.com to order!

PENOBSCOT NATION JOB OPPORTUNITIES

<u>Position Available</u>	<u>Closing Date</u>
Dental Hygienist	Until Filled
On – Call Childcare Worker	Until Filled
Patrol Officer	Until Filled
Residential Care CRMA	Until Filled
Dental Program Coordinator	Until Filled
Temporary On – Call Clerical Worker for Wabanaki Child Support Consortium Office	Until Filled

For more job information please visit:

<https://www.penobscotnation.org/administration/human-resources/>

Lloyd Bryant, Human Resource Director 207-817-7306

Lloyd.Bryant@penobscotnation.org

If you have any questions please call Shannon Sapiel

HR Administrative Assistant at 207-817-7312



Job Application For the Penobscot Nation

Date Received _____ Initials: _____

Personal Information			
Last	First	MI	SSN#
Mailing Address		City	State
		Zip	
		Home Phone	Mobile
Previous names under which records can be found		Are you 18 or older?	
		Yes ☐ No ☐	
Have you been convicted of a felony or been incarcerated in connection with a felony in the past seven years?		Date of Birth	
Yes ☐ No ☐			
Do you have a valid driver's license?		License#	State Issued
Yes ☐ No ☐			
Are you a U.S. Veteran?	If "yes", give discharge date and service branch.	Are you eligible to be lawfully employed in the United States?	If "no", indicate type of visa or immigration status
Yes ☐ No ☐		Yes ☐ No ☐	
What position are you applying for?		How did you hear about this position?	
Are you a member of a federally recognized Tribe?	If so, which Tribe?	If hired, when would you be available to start?	
Yes ☐ No ☐			
		Please provide Tribal Member Verification if member of Federally Recognized Tribe other than Penobscot	

Have you ever applied for work at the Penobscot Nation?	Yes ☐ No ☐
Have you ever worked for the Penobscot Nation?	Yes ☐ No ☐
If so, when and what position(s)?	

Please return all complete applications, and any additional materials, to the Human Resources Office by mail (Human Resources, 27 Wabanaki Way, Indian Island, ME 04468), email (HumanResources@penobscotnation.org), or by Fax at (207) 817-7463.

Prior Work Experience (If attaching resume, please leave blank)

	Current or Most Recent	Prior	Prior
Employer			
Address			
City, ST, ZIP			
Telephone			
Name of Immediate Supervisor			
Dates of Employment	From To	From To	From To
Position/Job Title			
Brief Description of Duties			
Reason for Leaving			
May We Contact	Yes ☐ No ☐	Yes ☐ No ☐	Yes ☐ No ☐

Education

	Name/Location	Number of Years Completed	Degree	Major
High School				
College/University				
Trade School				
Other Education or Training				

Special Skills

Please list any specific skills, certifications, or special licenses that are applicable to the position you are applying for

What is your experience level with office machines, computers/equipment, and software?

Please list other types of machines or equipment that you have experience with

Please return a complete applications, and any additional materials, to the Human Resources Office by mail (Human Resources, 27 Wabanaki Way, Indian Island, ME 04468), email (Human.Resources@penobscotnation.org), or by Fax at (207) 817-7463.

Professional References

	Name	Relation	Title	Telephone Number
First Reference				
Second Reference				
Third Reference				

Affidavit

I certify that the answer given by me to the foregoing questions and statements are true and correct without consequential omissions of any kind whatsoever. I agree that the Penobscot Nation Tribal Administration shall not be liable in any respect if my employment is terminated because of falsity of statements, answers, or omissions made by me on this application. I also authorize said companies, schools, or persons named above to give any information regarding my employment, character, and qualifications.

I hereby release said companies, schools or persons from all liability for any damage for issuing this information. I expressly waive all provisions of law prohibiting any physician, person, hospital, or other institution that has or may hereafter attend or furnish me with treatment from disclosing to the Penobscot Nation Tribal Administration any knowledge or information thereby acquired. I understand that any misleading or incorrect statements may render this application void, and if employed, would be cause for termination.

I understand that if employed, I have been hired at the will of the employer and that my employment may be terminated at will, at any time, pursuant to the Penobscot Nation Policies and Procedures Manual. I understand that if employed, the Penobscot Nation will maintain a personnel file on me.

In addition, I grant permission to the Penobscot Nation Tribal Administration to conduct a criminal background check, if needed, along with the personal reference and prior employment checks previously mentioned. I also agree to have a physical examination, which includes drug testing, at the expense of the Penobscot Nation, prior to my final selection for employment.

Print Full Name

Signature

Date

x

x

x

